



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Harris

**Respondents:** (1) Elegant Park Homes Ltd  
(2) Mr R Akhtar

**Heard at:** Cardiff **On:** 20 July 2023

**Before:** Employment Judge C Sharp  
(sitting alone)

**Representation:**

Claimant: In person

Respondents: Debarred and not in attendance

## JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's employer was the First Respondent. The claims against the Second Respondent are dismissed; in any event, the Tribunal does not have jurisdiction to consider a claim against the Second Respondent as no ACAS early conciliation naming him has been obtained.
2. the Claimant's claim for accrued unpaid annual leave (also considered to be an unauthorised deduction from wages claim) is well founded and the First Respondent must pay £826.50 gross to the Claimant. The Claimant is responsible for any tax or national insurance contributions due.

Employment Judge C Sharp

Dated: 20 July 2023

JUDGMENT SENT TO THE PARTIES ON 21 July 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.